

DEPARTMENT OF ADMINISTRATIVE SERVICES

OFFICE OF LABOR STANDARDS ENFORCEMENT

DONNA LEVITT, MANAGER



February 24, 2009

Labor and Public Employees Committee
Connecticut General Assembly
Room 3800, Legislative Office Building
Hartford, CT 06106

Dear Committee Members:

Thank you for the opportunity to share our experience implementing the San Francisco Paid Sick Leave Ordinance (PSLO).

The Paid Sick Leave Ordinance was adopted by San Francisco voters on November 7, 2006, with 61% of voters voting in favor of the measure. The PSLO finds that a large number of workers in San Francisco, particularly part-time employees and workers toward the lower end of the economic spectrum, do not have paid sick leave – or have an inadequate level of paid sick leave – available to them. The absence or inadequacy of paid sick leave among workers in San Francisco poses serious problems not only for affected workers but also their families, their employers, the health care system, and the community as a whole.

While 127 countries provide at least one week of paid sick leave per year¹, San Francisco was the first jurisdiction in the United States with a paid sick leave requirement. The ordinance took effect on February 5, 2007. It requires all employers to provide paid sick leave to their employees performing work in San Francisco. There is no exception for small businesses.

While paid sick leave may have been a new concept to some employers and employees in San Francisco, we believe that the implementation of the law has been smooth for our community. When the PSLO took effect in February of 2007, some employers initially reported that they needed additional time to adjust their payroll systems to ensure compliance with the new requirements. Since that time, we have heard relatively few complaints or problems from employers with respect to implementation of the law. I am not aware of any employers in San Francisco who have reduced staff or made any other significant changes in their business as a result of the sick leave ordinance. While San Francisco, like every community, has suffered in the recent recession, to my knowledge no employers have cited the sick leave requirement as a reason for closing or reducing their business operations in the city.

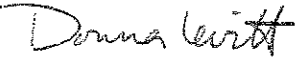
Our office completed an extensive public rulemaking process to provide guidelines on the PSLO requirements and produced multilingual resources to explain the law to employers and employees. These materials are available for your review at www.sfgov.org/olse/pslo. Should Connecticut choose to implement a paid sick leave law, we would gladly make ourselves available to provide assistance

¹ *The Work, Family, and Equity Index*, Jody Heymann, Alison Earle, and Jeffrey Hayes, 2007.

based on our experience here in San Francisco.

Please let me know if you have any further questions, and thank you again for the opportunity to share our experience implementing the San Francisco Paid Sick Leave Ordinance.

Sincerely,

A handwritten signature in cursive script that reads "Donna Levitt". The signature is written in dark ink and is positioned above the printed name.

Donna Levitt
Labor Standards Enforcement Officer